

11 February 1977

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[redacted]

Mr. Janney: *5*

Attached is a memorandum from Danny May in which he notes that he has an obligation to pick up Coop's and is interested at the same time in hiring minority applicants which he has identified. He adds a caveat that the input from the Co-op Program is an essential ingredient, and he wants us to consider carrying his minority overstrength on a separate set of books, so as not to affect the "normal" ODP average grade and promotional headroom.

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I talked to [redacted] who says that he is ~~opposed~~ opposed to maintaining a separate CSGA, and I am inclined to agree. In this Agency we budget by position, and it would be difficult to keep any sort of order if we start making exceptions of this nature. If we do this for ODP, we would have to do it for others.

I suggest that we send this to [redacted] and ask him to prepare a response to Mr. May for D/Pers signature.

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D/Ren: Agree with [redacted] May can't have it both ways. Since he is allowed excess personnel, he should absorb within CSGA - To do otherwise would create monstrous problem of the type we have had in Finance

11 FEB 1977

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D/Pers: Agree with [redacted] May can't have it both ways. Since he is allowed excess personnel, he should absorb within CSGA - To do otherwise, would create monstrous problem of the type we have had in Finance.

OK - J

11 FEB 1977

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| TO | NAME AND ADDRESS | DATE | INITIALS |
| 1 | Frank | | |
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| | ACTION | DIRECT REPLY | PREPARE REPLY |
| | APPROVAL | DISPATCH | RECOMMENDATION |
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| Remarks: Re ODP's situation. . . [] says ODP has a Personnel Officer on their PCR. . . also a C/SS and a DC/SS. PMCD had recommended only a C/SS and a Pers. Off. ODP has also apparently decentralized support to the various divisions. Not sure how we can address this as (per Walt) May has said, in effect, don't tell me how to organize my show. . . but some decentralization centralization of support functions should provide some slots for minorities. . . unless all the support jobs are occupied by ODPers. | | | |
| FOLD HERE TO RETURN TO SENDER | | | |
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